



ST BEES SCHOOL

A member of the Full Circle Education Group

Teacher Appointments





Tucked away in the beautiful village of St Bees in Cumbria you will find our historic and world renowned school. Everyone who visits St Bees feels an immediate sense of belonging and are touched by the incredible landscape, wondrous coastal location and the heritage of our unique campus. It is a beautiful place to live and work that will bring the best out of children and colleagues alike.

Working at St Bees School will provide unique challenges and opportunities. It is sure to be a place where your professional development and repertoire of competencies develop faster than ever before.

When we open in September 2018, St Bees will be a school for the whole family which follows the innovative and exciting Fusion Curriculum through its membership of the Full Circle Education Group. This offers a ground breaking curriculum, forward thinking ideas on holistic education and creates a model of education that will prepare the children for the challenges of today and those of the future.

As we follow our recruitment programme, we want to attract ambitious colleagues who share our belief that there is no greater privilege than to shape the values, aspirations and outcomes of all children who attend the school.

St Bees School will be a place of peace, respect and high academic aspiration.

St Bees School will be a delight for all round schoolmasters and mistresses who give willingly of their time and who understand their duty to ensure that children leave the school with a wide range of interests, a strong work ethic, a global network of friendships and a sense of adventure.

I hope that you will take the time to apply. A warm welcome awaits.



Background

St Bees School is a new incarnation of the independent School which served West Cumbria continuously for over four centuries until 2015.

The School is overseen by a Management Board comprising members of the Full Circle Education group and the St Bees School Trust.

The curriculum vision is the brainchild of the Full Circle Education Group whose ambitions stretch far beyond the West Cumbria campus. Roger Sinnett the Full Circle Director of Education has brought all his experience to bear in designing the curriculum to meet the needs of today's forward thinking families.

St Bees School will re-open with a group of Pioneer Scholars in Year 7 and as a result we are seeking to recruit versatile and committed teachers to deliver our innovative curriculum. Our first appointed staff will have a unique role to play in shaping the ethos and success of the school as it grows in subsequent years.

In year 1, we are looking for teachers who have the experience and skills necessary to potentially teach across a number of subject areas, although we welcome applications from specialists.

A commitment to being involved in the co-curricular programme is essential, as is the capacity to provide an inspirational educational experience for the children.

These posts should be of strong interest to teachers from a Secondary, Middle and Prep School background.

We would especially welcome applicants with a rich experience gained outside education who have harboured a long standing interest in developing a career in education.

Working in an independent school is a rich and fulfilling experience. You can expect high standards of behaviour, small classes and strong parental support. In return, you are expected to deliver a first class educational experience for the children.

Our Pupils

We are selective on character and attitude rather than academic elitism. Pupils enter the school with a track record of hard work and commitment. We will expect them to make the best possible progress and to achieve the best possible grades. We have recruited children into Year 7 and expect the school to grow incrementally as our reputation develops.

By starting with a small community we can nurture the developing ethos of the school and cultivate our reputation for exceptional outcomes and young people of fine character.



Our Programme

St Bees School will pioneer the Fusion Curriculum which provides an ambitious and forward thinking way of teaching and learning. We have dual emphases on taught Mandarin and the Chinese approach to mathematical education. We believe that these experiences will provide the best possible preparation for success in the future.

Our programme will commit significant time to outdoor education, enterprise and community activities, sport, debate and collaborative learning.

We have a deep commitment to developing character and academic capacity in equal measure through our teaching and our innovative educational programme.

Character development will be underpinned by a structured framework developed by the University of Birmingham's Jubilee Centre for Character and Virtues.

We are aiming to develop the global leaders of the future through our programme and as a result there is a strong emphasis on Global Perspectives which will ensure that the beliefs and experiences of our international pupils will add value to the educational experience of all pupils.

Pupils will follow a GCSE programme to Year 11 and then A levels or BTEC accordingly in the 6th form. We believe that the reformed A levels are best suited to a programme of three subjects which we will aim to supplement with the Extended Project Qualification.

We know that our parents are investing in their children's education to secure the best possible outcomes in relation to careers and higher education pathways and we will be looking for teachers who fully appreciate the benefit of accessing courses at the UK's, and indeed, the world's best higher education destinations.

Our Staff

As a small school in the early years, we are looking to appoint versatile all-rounders who will share a passion for education and demonstrate the willingness to "wear a number of hats". This may mean teaching more than one subject.

All staff will contribute to the co-curricular programme and, in the future, support the boarding life of the school through duties and running trips at weekends. There will, at that time, be activities on Saturday mornings which will range from academic support to specialist provision for developing the pupils' interests.

We hope to run a fixture programme for the benefit of the pupils and will allow the programme of sports and pursuits to be shaped by the interests of the pupils and the skills of the staff appointed.



We hope to attract interest from candidates who have a proven capacity to plan, risk assess and deliver high quality outdoor pursuits and sports. The most important consideration is that our staff are able to convey their passion for a given activity and we will place equal importance on the creative and aesthetic pursuits. In time, and with the right skill base, our aspiration is to develop our academy provision in a variety of demand areas. This will add great value to the educational provision for children in West Cumbria and help to drive future pupil recruitment.

Our Facilities & Location

- Large sports hall (Basketball, badminton, volleyball, cricket, 5-a-side, etc)
- Eton Fives courts
- Squash courts
- Tennis and netball courts
- Grass pitches (cricket, football, rugby, lacrosse, etc as per pupil demand)
- 9-hole Links golf course
- Climbing wall
- Exceptional opportunities for bouldering and climbing
- Easy access to the Wainwright walks
- Excellent terrain for road cycling and mountain biking
- Coastal location for sea fishing and marine pursuits
- Easy access to local sailing
- Ready availability of equine pursuits
- A wildlife haven with unique ornithology, sea mammal presence and cetacean populations
- West Cumbria is the home of hound trailing events

Scope of the role

Roles in the early years will be well suited to candidates who seek either part-time specialist or full time composite positions which involve the delivery of more than one strand in the curriculum. We would be grateful if you could make your preference clear in the application form.

Graduates who harbour an interest in a career in education would also be welcome applicants. We are looking to build a staff who share our vision for the education of children in West Cumbria and seek the opportunity to be involved in the early development of a new educational model.

With a small pupil roll we will expect subject teachers to spend time developing the schemes of work and resources in preparation for the school's ongoing growth. The Department for Education and Ofsted have approved our Schemes of Work and new policy framework which enables us to forge ahead as a newly registered school.



Job Specification

Key Duties

SKILLS, QUALIFICATIONS AND EXPERIENCE

The appointed candidate will teach our Pioneer Year 7 Scholars in the first year and extend their practice as the school grows in subsequent years. As a result, most positions are offered on a part time basis in the first instance with the scope, by mutual agreement, to develop into a full time role in due course.

Essential Criteria:

- A good honours degree in a related subject
- An enthusiasm for education and the ability to convey this to pupils
- The ability to demonstrate characteristics of outstanding teaching practice
- An awareness of the demands of teaching bright students and a commitment to fostering a global mindset
- The ability to work as part of a team
- A professional approach which inspires confidence in pupils and parents
- Excellent communication and ICT skills
- Calmness and efficiency, with the ability to work under pressure at times
- Commitment to continuing professional development through attendance at INSET
- Commitment to the all-round ethos of the School, including its co-curricular activities and pastoral approach
- The ability to develop and maintain effective relationships with all members of the school community and outside agencies
- Ability to teach PSE and full support for the delivery of the Character Education Programme
- Understanding of the independent education context
- Commitment to safeguarding all children

Desirable Criteria

- A teaching qualification and/or some previous teaching experience
- An ability to offer skills in some part of the extra-curricular programme of the school
- Enjoy rising to the challenge inherent in a school environment
- Willingness to teach more than one subject discipline



Person Specification

The following personal and professional qualities will be considered essential:

- consummate inter-personal skills and the proven capacity to foster strong relationships;
- excellent academic credentials and track record;
- diplomacy, discretion and an active desire to assume responsibility;
- personal and professional resilience;
- an affinity for curriculum innovation;
- willingness to contribute to the ongoing development of the curriculum and schemes of work

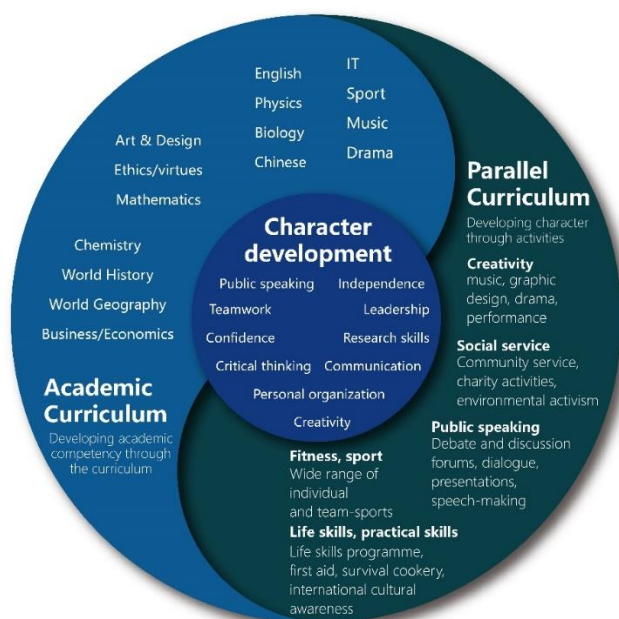
The School is committed to safeguarding and promoting the welfare of children and young people. Applicants must be willing to undergo child protection screening, including checks with past employers and the Disclosure and Barring Service.



The Educational Model for St Bees School

Full Circle's Fusion Curriculum integrates the best parts of the English and Chinese curricula. The outcomes are defined in the graphic below, and summarized as follows:

- fluent Chinese speakers – with the rise of China as the next world super power, this will provide our pupils with huge future advantages;
- understanding Asian culture and attitudes;
- development of a global mind-set through the Global Awareness Programme;
- higher-order mathematics (and physics) competencies;
- International Department with intensive EAL focus for foreign pupils;
- overtly inquiry-based, concept-driven learning;
- character development integrated actively and purposefully into all components of the curriculum and valued/assessed with an enhanced emphasis on the importance of critical thinking, public speaking, independence, confidence, personal organisation, teamwork and leadership;
- information intelligent – using information technology to know where to find information, how to use information and how to organize information effectively;
- entrepreneurial spirit through an emphasis on business and enterprise activities;
- a mix of knowledge and skills for success in examinations.
- The balance between academic attainment and character development. Through the parallel curriculum, St Bees integrates character development opportunities into every facet of educational life, promoting the importance of EQ.





- Progress monitoring, Progress tracking
 - Tutor system with frequent performance monitoring of each pupil;
 - tracking of academic progress with custom-built IT programme;
 - tracking of character development;
 - active trouble-shooting and remedial support

- Twin Campus concept

The Full Circle family comprises a growing number of schools in the UK and China, all of which run the Fusion curriculum. Pupils therefore have unique enrichments through exchange visits, study opportunities (short-, medium- and longer-term study visits), shared project assignments and summer/winter camps.



Life in St Bees



St Bees is a special place to live and work. The area is one of outstanding natural beauty with countless opportunities for those who wish to pursue an active or adventurous lifestyle or indeed for those who seek a place of peace. It is the perfect location for the delivery of a modern independent education away from the pressures, distractions and noise of urban life.

Climbing, bouldering, fell running and coastal pursuits are as prevalent as you would expect. The campus of St Bees School is a five-minute walk from the beach and a ten-minute drive from the nearest lakes. Scafell Pike is within easy reach as are the vibrant cultural centres of Whitehaven, Cockermouth and Keswick. St Bees is a small village of approximately 1000 residents and is served by its own railway station. In the local pubs and restaurants there is, within the village, something for all tastes from high class cooking to a more traditional experience.



St Bees is a wonderful place to raise children with all of the activities, fresh air and strong sense of community which prevails. It is a special environment.



The School owns its own 9-hole links course which runs parallel to the beach. It is the perfect school course. Challenging, conveniently located, superbly maintained and ideal for a just a few select holes or a full 18. Nearby there are superb driving range facilities at Whitehaven and we have several outstanding club courses each within a short drive and with very reasonably priced green fees.



St Bees is the starting point for the renowned Coast to Coast walk and we are surrounded by the routes of Wainwright's Walks. There have been several recent television series which have featured the splendour of our location. Tony Robinson's Coast to Coast is the most recent and is a great introduction to the area. St Bees is on the fringe of the main Lake District which has now been recognised as a UNESCO world heritage site. Whilst the main Lake District towns are crowded and popular in the summer months, St Bees retains its air of calm and tranquillity.



The West Coast of Cumbria is also renowned for its industry and innovation. Nuclear, renewable and other energy technologies ensure that there is a strong employment market.

Local primary schools offer outstanding provision for children up to Year 6. St Bees Staff are entitled to a generous remission on school fees.

Houses are very attractively priced. Whilst most needs are served by the shops in St Bees, Egremont and Whitehaven, major shopping centres are not too far away in Workington, Penrith and Carlisle when the need arises.



Sport is a local passion with thriving clubs in all major sports and the area hosts some unique events and traditions which ensure that there is always something new to enjoy. You might happen upon hound trailing, wrestling or indeed gurning as you research the area.



Application:

All applications should be made on the School's application form. CV's should not be included. No supporting letter is required or expected since the application form specifies all required content. Please ensure that your current salary level is included in the application form. This information will be treated confidentially.

Completed application forms should be emailed or posted to:

Barbara.Sheffield@stbeesschool.co.uk

St Bees School,
Wood Lane, St Bees,
Cumbria,
CA27 0DS

Appointment Process:

Closing Date:	16 th May
Job Start	September 2018 (with attendance at the end of August for induction)
Salary & Benefits	On St Bees School salary scale Discounted school meals, golf and leisure membership Membership of TPS
Informal visits	Are welcome but not essential. Please call 01946 828000 to arrange a visit prior to application.
Further information	Please feel free to call the Deputy Head, Gareth Seddon, for an informal conversation about this post. 01946 828015
Interview Travel Expenses	25p per mile by car Standard Rail Fare - St Bees has its own railway station Overnight accommodation will only be covered by prior arrangement



Application and Recruitment Process Explanatory Note

1. General

St Bees School ("the School") is committed to ensuring the best possible environment for the children and young people in its care. Safeguarding and promoting the welfare of children and young people is our highest priority.

The School aims to recruit staff that share and understand our commitment and to ensure that no job applicant is treated unfairly by reason of a protected characteristic as defined within the Equality Act 2010.

All queries on the School's Application Form and recruitment process must be directed to the Head.

2. Application Form

Applications will only be accepted from candidates completing the relevant Application Form in full. CVs will not be accepted in substitution for completed Application Forms.

Candidates should be aware that all posts in the School involve some degree of responsibility for safeguarding children, although the extent of that responsibility will vary according to the nature of the post. Applicants will receive a Job Description and Person Specification for the role applied for.

As the job for which you are applying involves substantial opportunity for access to children, it is important that you provide us with legally accurate answers. Upfront disclosure of a criminal record may not debar you from appointment as we shall consider the nature of the offence, how long ago and at what age it was committed and any other relevant factors. Please submit information in confidence enclosing details in a separate sealed envelope which will be seen and then destroyed by the Head or the Bursar. If you would like to discuss this beforehand, please telephone in confidence to the Head or the Bursar [as appropriate] for advice.

Please disclose any unspent convictions, cautions, reprimands or warnings. Please note that the amendments to the Exceptions Order 1975 (2013) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers, and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found at the Disclosure and Barring Service website.

The successful applicant will be required to complete a Disclosure Form from the Disclosure and Barring Service ("DBS") for the post. Additionally, successful applicants should be aware that they are required to notify the school immediately if they are any reasons why they should not be working with children.

The school takes its responsibility to safeguard children very seriously and any staff member and/or successful candidate who is aware of anything that may affect his/her suitability to work with children must notify [the school/their manager] immediately. This will include notification of any convictions, cautions, court orders, reprimands or warnings he/she may receive. He/she must also notify the school immediately if he/she is living in a household where anyone lives or



works who has been disqualified from working with children or from registration for the provision of childcare.

Staff and/or successful candidates who are disqualified from childcare or registration, including 'by association', may apply to Ofsted for a waiver of disqualification. Such individuals may not be employed in the areas from which they are disqualified, or involved in the management of those settings, unless and until such waiver is confirmed. Please speak to the head for more details.

Failure to declare any convictions (that are not subject to DBS filtering) may disqualify you for appointment or result in summary dismissal if the discrepancy comes to light subsequently. The School has a legal duty under section 26 of the Counter-Terrorism and Security Act 2015 to have 'due regard to the need to prevent people from being drawn into terrorism'. This is known as the Prevent duty. Schools are required to assess the risk of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology. Accordingly, as part of the recruitment process, when an offer is made the offer will be subject to a Prevent duty risk assessment.

If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including disciplinary offences relating to children or young persons (whether the disciplinary sanction is current or time expired), and whether you have been the subject of any child protection allegations or concerns and if so the outcome of any enquiry or disciplinary procedure.

If you are not currently working with children but have done so in the past, that previous employer will be asked about those issues. Where neither your current nor previous employment has involved working with children, your current employer will still be asked about your suitability to work with children. Where you have no previous employment history, we may request character references which may include references from your school or university.

You should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if you have been appointed, and a possible referral to the police and/or DBS.

3. Invitation to Interview

Applicants will be short-listed according to the relevance and applicability of their professional attributes and personal qualities to the role. Short-listed applicants will then be invited to attend a formal interview at which his/her relevant skills and experience will be discussed in more detail. All formal interviews will have a panel chaired by the Head or another designated senior member of staff. The Chair of Governors should chair the panel for the Head's appointment. The interviewers involved will be required to state any prior personal relationship or knowledge of any of the candidates and a judgement will be made by the Chair as to whether or not an interviewer should therefore withdraw from the panel. Should the Chair have a conflict of interest, the Vice Chair shall decide whether the Chair should withdraw from the panel.

The interview will be conducted in person and the areas which it will explore will include suitability to work with children.



All candidates invited to interview must bring documents confirming any educational and professional qualifications that are necessary or relevant for the post (e.g. the original or certified copy of certificates, diplomas etc). Where originals or certified copies are not available for the successful candidate, written confirmation of the relevant qualifications must be obtained by you from the awarding body.

All candidates invited to interview must also bring with them:

1. A current driving licence including a photograph and paper counterpart or a passport or a full birth certificate;
2. A utility bill or financial statement issued within the last three months showing the candidate's current name and address;
3. Where appropriate any documentation evidencing a change of name;
4. Where the candidate is not a citizen of a country within the European Economic Area or Switzerland, proof of entitlement to work and reside in the UK.

Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient.

Candidates with a disability who are invited to interview should inform the School of any necessary reasonable adjustments or arrangements to assist them in attending the interview.

4. Conditional Offer of Appointment: Pre-Appointment Checks

Any offer to a successful candidate will be conditional upon:

1. Receipt of at least two satisfactory references (if these have not already been received);
2. Verification of identity and qualifications including, where appropriate, evidence of the right to work in the UK;
3. A satisfactory enhanced DBS check and if appropriate, a check of the Barred List maintained by the DBS;
4. For a candidate to be employed as a teacher, a check that that the candidate is not subject to a prohibition order issued by the Secretary of State;
5. For a candidate who has lived or worked outside the UK a check using the NCTL Teacher Services' System that a candidate is not subject to any teacher sanction or restriction;
6. Verification of professional qualifications;
7. Verification of successful completion of a statutory induction period (for teaching posts - applies to those who obtained QTS after 7 May 1999) where relevant;



8. Where the successful candidate has worked or been resident overseas, such checks and confirmations as the School may consider appropriate so that any relevant events that occurred outside the UK can be considered;

9. Satisfactory medical fitness;

10. If you are undertaking a leadership role, evidence that you have not been prohibited from participating in the management of independent schools.

It is the School's practice that a successful candidate must complete a pre-employment health questionnaire. The information contained in the questionnaire will then be held by the School in strictest confidence. This information will be reviewed against the Job Description and the Person Specification for the particular role, together with details of any other physical or mental requirements of the role i.e. proposed workload, extra-curricular activities, layout of the School. The School is aware of its duties under the Equality Act 2010. No job offer will be withdrawn without first consulting with the applicant, considering medical evidence and considering reasonable adjustments.

5. References

We will seek the references referred to in section 4 above for shortlisted candidates and may approach previous employers for information to verify particular experience or qualifications, before interview. If you do not wish us to take up references in advance of the interview, please notify us at the time of submitting your application. All referees will be asked if the candidate is suitable to work with children.

The School will compare any information provided by the referee with that provided by the candidate on the application form. Any inconsistencies will be discussed with the candidate.

6. Criminal Records Policy

The School will refer to the Department for Education ("DfE") document, 'Keeping Children Safe in Education' and any amended version in carrying out the necessary required DBS checks. The School complies with the provisions of the DBS Code of Practice, a copy of which may be obtained on request or accessed here: <https://www.gov.uk/government/publications/dbs-code-of-practice>.

7. Retention and Security of Records

The School will comply with its obligations regarding the retention and security of records in accordance with the DBS Code of Practice and its obligations under its Data Protection Policy. Copies of DBS certificates will not be retained for longer than 6 months.

Policy on the Recruitment of Ex-Offenders



The School will not unfairly discriminate against any candidate for employment on the basis of conviction or other details revealed. The School makes appointment decisions on the basis of merit and ability. If an individual has a criminal record this will not automatically bar him/her from employment within the School. Instead, each case will be decided on its merits in accordance with the objective assessment criteria set out below.

All candidates should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if they have been appointed, and a possible referral to the police and/or DBS.

Under the relevant legislation, it is unlawful for the School to employ anyone who is included on the lists maintained by the DBS of individuals who are considered unsuitable to work with children. In addition, it will also be unlawful for the School to employ anyone who is the subject of a disqualifying order made on being convicted or charged with the following offences against children: murder, manslaughter, rape, other serious sexual offences, grievous bodily harm or other serious acts of violence. It is also unlawful for the School to knowingly employ someone who works in the relevant settings and is disqualified from providing childcare under the Childcare (Disqualification) Regulations 2009, whether by association, or otherwise.

It is a criminal offence for any person who is disqualified from working with children to attempt to apply for a position within the School. The School will report the matter to the Police and/or the DBS if:

the School receives an application from a disqualified person;
is provided with false information in, or in support of an applicant's application; or
the School has serious concerns about an applicant's suitability to work with children,

In the event that relevant information (whether in relation to previous convictions or otherwise) is volunteered by an applicant during the recruitment process or obtained through a disclosure check, the School will consider the following factors before reaching a recruitment decision:

whether the conviction or other matter revealed is relevant to the position in question;
the seriousness of any offence or other matter revealed;
the length of time since the offence or other matter occurred;
whether the applicant has a pattern of offending behaviour or other relevant matters;
whether the applicant's circumstances have changed since the offending behaviour or other relevant matters;
in the case of disqualification from providing childcare, whether the applicant has or is able to obtain an Ofsted waiver from disqualification; and
the circumstances surrounding the offence and the explanation(s) offered by the convicted person.

If the post involves regular contact with children, it is the School's normal policy to consider it a high risk to employ anyone who has been convicted at any time of any the following offences:



murder, manslaughter, rape, other serious sexual offences, grievous bodily harm or other serious acts of violence, serious class A drug related offences, robbery, burglary, theft, deception or fraud. If the post involves access to money or budget responsibility, it is the School's normal policy to consider it a high risk to employ anyone who has been convicted at any time of robbery, burglary, theft, deception or fraud.

If the post involves some driving responsibilities, it is the School's normal policy to consider it a high risk to employ anyone who has been convicted of drunk driving.

